

10/10/16

\* [REDACTED]

~~10/10/16~~

Issue from last.

Tuesday started receiving communication from students asking her what she said

- Reputation has been tarnished
- Concerned in & outside of school

\* Apologizing to the other sections - false portrayal of AC character

- written apology to Abby
- put AC great risk & danger
- physical, emotional, trust.

\* Work with individual students [REDACTED]

\* Schedule change 4<sup>th</sup> pt to Deeras.

\* Making up HW

- get caught up

\* Email classroom teachers "anytime pass" to Mr. O if feeling uncomfortable.

\* Jamie keep an eye open for her.

EXHIBIT

9

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10/5/16

Agree/disagree

② Towards the end of class wrote for about 1 minute

graded on relevancy.

① watched the video Husker player 7-8 minutes, in the video

Volunteers  
to share  
Awkward, shocked  
then we moved  
on.

- Abby how white people can't use the N-word -
- Abby said it was ignorant can't say word
- Dumb if a white person says the N-word,  
people of color get upset & aggressive.
- what Abby talked about had nothing to do with video

Yesterday Ms. Meyers, #

I want to talk about some words heard yesterday,  
I was not fond of... why white people can't say  
the N-word. — Meyers explained why can't use N word

This student said this..... she's in this class slavery,  
and she's not here today.

- everyone knew what she was talking about.

Spoke about the entire class

- It's never ok to use the N word.
- even told us, can't share opinions

No writing in class yesterday

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10/5/16

Write on our paper our perspective for football players  
meeting. Only for 1 min.

- It's racist that white people can't say the N-word.

Meyers tried to move topics.

- it was silent.

Tuesday - we talked about it yesterday

we shouldn't say racist/hateful comments → she gave us a def.  
on N-word & explained  
why we shouldn't say  
it.

LM initiated Tuesday topic.

On Monday supposed to stay neutral, explained  
position yesterday.

Mostly have discussions in class

- race

- muslims 9/11

- solving crime scenes.

10/5/16

awkward  
uncomfortable

## Raine hands if Questions

- why aren't white people allowed to use the N-word?

Meyers stopped conversation - she was taken back

- Abby "I'm not finished?"

## Yesterday early in class

- Apologizing should not have been so passive yesterday
- Student <sup>cut &</sup> wrote on piece of paper why ~~white~~ <sup>white</sup> people use N-word.

- gave Meyers what we wrote.

- didn't use Abby's name.

- students guessed name.

→ more specific about what we say or do. Experience in other schools.

- Talked about this topic entire period.

- If I said the things in my head, I could get fired.

Teacher was judging  
- told other class  
parents her opinion  
- don't do this  
before

lots of discussions, on society, I'm arab/american 9/11

- not a lot of writing mostly talking

- murder writing

- read &amp; discuss

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4

10/5/16

Write about the message of message of injustice.

- about 1 min

- After class (Tues)

I heard her say N-word, Meyers cut her off "you are done talking."

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Yesterday

- It was different than any other. We discussed what happened on Monday for whole period.

- She made a racist comment - whole class was surprised.

- read def. of word.

- not ok to use N-word.

Surprised  
Uncomfortable

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More discussions in class

- short articles related to real world

- we write sometimes

- 2 truths/ lie.



10/5/16

Kind of awkward for a bit

Abby was trying to relate the interview to racism  
If AA believe whites are racist, kind of contradictory  
they tell us we can't use the N-word. We tried  
to move on, Abby said she wasn't done, LM said  
yes you are.

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Yesterday - LM apologized. She should have  
addressed it immediately.  
Word is offensive - racist towards african Americans

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She told other sections about what happened  
no names.

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Discuss, or topic, takes time for questions  
read & discuss

Opinionated writings 1 min prompt (1<sup>st</sup> time  
we've had with video) with articles.

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10/5/16

Collected & handed them back NJ got it back.

Abby said why can't everyone say the N-word. Teacher was speechless. Called on another student. Didn't know how to respond. - interrupted student moved.

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Didn't say her name, didn't know how to respond to Abby.

Can apologized to class. Most of class <sup>time</sup> was focused on Abby's statement.

wrote words on paper - some really bad comments.

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Discussions about things happening now days - Current Events, some projects  
read articles, write discuss x 3 / week.

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10/5/16

On the board - experience the day before in 4th  
pd. Ranted the day before.

Unnecessary - "white people should use able N-word"  
comment

~~that~~ Mostly for the entire class

↓  
the comment was racist.

Accidentally divulged it was a female.

↓  
surprised no one  
spoke up -

Didn't hear a thing about it today.

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10/5/16

Yesterday we had a discussion about a student in  
a diff. period between Student & Ms. Meyers 4<sup>th</sup> pd.  
Girl - kids were talking about it today.

. Most of class discussion was around 4<sup>th</sup> pd.

After the 1min response, students shared  
girl went on a rant, said some words (Meyers  
said N-word). Meyers taught

Meyers described word or phrase as a racist  
comment.

## Discussions

Activities, partneractivities

Some reading - articles - share opinions

Only writing are minute responses. - a few

10/2

Asking for Meyers to Resign

Violated state law

apologizing to her students & their parents. Violated professional conduct.

" to Abby.

" " AC family.

Look @ it as abuse towards my daughter

- defamation \*

- slander

- libel

will file complaint to State BOE.

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10/12/16

Monday

- AC volunteered to share
  - started, not sure how to say this without being offensive
- opened with statement,
  - black people are ... anti police, non law abiding citizens
  - why white people can't use N-word.
- I stepped in & said she was done
  - "I'm not finished"
  - yes you are.

Tuesday

- talked about how our conversation
  - how we respond in a way for folks to hear each other
  - made statements about the use of the N-word
  - taught the class(es) about the true meaning
  - frustration about I didn't handle Monday appropriately.
- students had questions,
  - in her section, referred to Abby no mention.
  - <sup>no</sup> specific mention of her name.

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Tues -

- culturally appropriate?
- taught the use of the word can be used hurtful. (students) were confused
- Historically speaking
  - dictionary.com - single most offensive word in English language

Conferences

- embarrassing for me
- they were angry, public area
- Abby was smug

An apology would embarrass me in public light.

- as a class, we've moved on
- what does that look like?
- does it help her

10/12/16 AC

The topic hasn't come up yet

- nothing aggressive

HM

she brought it up  
a few people came up to her & said she heard what Meyers said.

Tues rating

- 4 because my friends didn't know all of the info.

Wed rating

- 6 because ...

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10/18/16

Crozier Mtg @ ABC

Don't have my best friends anymore

- AC come terms with new normal of not having friends
- reputation hasn't been restored
- AC relationships are all different.
  - not being included in social events
  - haunted house
- really wishing I was shopping with my friends

Just want something to work

SOLUTIONS

- ① Still want Meyers to apologize to AC -- with mom/dad present
- ② RO to discuss situation with [REDACTED]
- ③ RO to follow-up with Cramer-Brink about JC
- ④ RO to follow-up with Children's B.H. scan pamphlet

11/2/16 Warren

Letter, give situation some time,

AC respond with her day was ok.

- share a story of something happening
- earlier in the even. ok - but not really ok.

Came home & said she didn't want to go to school.

- WC give her one more week.
- not comfortable pushing the situation

The plan was confusing -

- ran out of time, ran ~~out~~ its course

Counseling - hadn't decided if that is a viable option

I feel comfortable her not going to school. She is happier @ home. Her last 2 friends are now distant.

Meyers gets batch of kids every year. AC with the same cohort.

Unfair, children have to policy.

Home school process July 15<sup>th</sup>

- Confirmation email from STATE she is enrolled.
- will forward Email from Home school network

other daughter is going to stay @ WMS - Tainie

If we get AC @ home school -- not sure if she will attend WMS.

- WMS just wasn't working for her @ the end.
- she felt nervous/anxious.
- couldn't be herself
- felt people were judging

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10-18-16

### Notes from meeting with Crozier parents

- Parent met with Liz at conferences. Quinn came over. Then, Russ visited for 30 seconds
- School met with them 3 times

Parents Concerns – What █████ said was taken out of context.

- Branded racist
- Kids know it was █████ who Ms. Meyers was referring to

### Social Bullying – Threats, social media

- As a result of Liz's comments
- Evidence of threat??

█████ – had some rough spots . .

- Parents want an apology to all students and then from Ms. Meyers

### LIZ

Written responses. Current Events.

- Injustice English (National Anthem)
- Showed video → Husker vision/ social media – used Rubric
- Why do you think
- She volunteered to share , “Why white people can’t use the “N” word”
- “I didn’t know how to say this. . .”
- “N” word meant ignorant

### Next Day

- what she has said was random
- even friend said it wasn’t connected
- She didn’t turn in her writing

█████ – was ill

First hour class was talking

Another student said → █████ talked about that it didn’t have to do with video  
→ generalize – all blacks get aggressive when whites use “N” word.

Liz → Not the intent, wanted it to be a learning moment. . .

Liz mentioned 4<sup>th</sup> period → Trying to make a learning moment. Reflecting she would have done it differently.

#### After Conferences

- Started to apologize, that students were putting together the follow up discussion and tying that to the 4<sup>th</sup> hour.
- Our goal is to work and teacher students individually, and to show how to appropriately with regard to sensitive topics.
  
- [REDACTED] - moved from the video to her personal.
- We believe Ms. Meyers was appropriate to limit the discussion.
  - Talk with her one + one
  - Follow up classes, general in lecture tied to video
  
- Parents
  - You have to talk with Ms. Meyers – she does wish this hadn't happened.



- Mr. Olson worked to resolve the situation
  - Students → Mr. Olson → Counseling and apologizing to students about following discussions If student felt that it interfered in any way that [REDACTED] was insensitive or racist In any way
    - We have and can resolved issues such as this
  - Moved [REDACTED] to another section
  - Provided her access to guidance
  - Offered to get Admin and SRO involved if any threats were made, that they already verified & addressed
  - Mr. Olson has met with many students to gather information
  - Mr. Olson met with students to counsel and assist in resolving any misconceptions or peer problems. Explaining and apologizing to students for this situation
  - Mr. Olson will continue to be available to address future concerns.
  - Involved department leader and Director of Secondary Instruction to review Guidelines for Curriculum, to avoid this happening ever again.
- 
- We are working with the staff member to assure this type of incident doesn't happen again. It is a personnel matter, so unfortunately, we can't be specific, but can assure you we take this very seriously.

#### Enid's Notes

- Been in communication with Mr. Olson
- Reviewed all of his notes from meetings he has had with you, Ms. Meyer and the students he visited with.
  - Thanks for your patience
  - Thanks Mr. Olson
  - Apologize that this has been so stressful and that this happened to [REDACTED].
- Video
  - Writing prompt
  - Volunteered to share – theme of derogatory generalized
  - Ms. Meyer stopped her – moved to use of the end word.

#### Concern

- Mentioned it to classes later, as a teaching moment. Based on comments students in hall – “N” word meaning ignorance. Concerned
- Mr. Olson visited with several students, which stated comments were derogatory, not really connected, random, made them feel uncomfortable.
- We want all students to learn and how to thoughtfully, appropriately, and respectfully be able to communicate their thoughts and opinions, while being respectful to others, without disrupting the learning environment and learn.  
Not her intention to make anyone feel bad or bring attention to  
Ms. Meyer realizes this assignment and the discussions after didn't go as intended. She wishes she would have done things differently.

Warren C. concerns 2-20-17  
Daughters [REDACTED]

- \* Meyers → called Trump Chuto
- \* [REDACTED] → <sup>Jan 23rd</sup> Aug. "Staid" Trump's use of Alternate facts, means he's a liar.
- \* Article in Rolling Stone.
- \* Meyers - "Naked officer <sup>Darius</sup> <sup>runs off</sup> <sup>at camp</sup> " Title Combo Assignment
- \* Video of a student choking another on stage, while staff member watched.
- \* Dr. McLann answers but didn't call back.
- \* Ms. Quinn, Said "Need to get my ducks in order"  
Other Families?

Schonewise 000059

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2-20-17

Thank you for coming to meeting.  
You expressed several concerns, two  
of which you had direct knowledge

We reiterated [REDACTED] is welcome  
at Westside.. She is allowed to  
attend and we would work w/  
you to assist her if needed, to assure  
success.

Based on past communication, would  
like communication to come to me in  
writing. (Not on cell phones or through VM)

We want constructive communication.  
We need to limit interruptions w/staff as they  
are working w/ 1000 students at WMS

We are limited on what we can share.  
Can't share info about other students or  
staff ~~personal~~ information

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November 18, 2016

Liz Meyers  
501 Park Ave #129  
Omaha NE 68105

RE: Follow-up from conversation on October 5, 2016

Dear Liz:

In our meeting that took place, Wednesday October 5, 2016 we discussed the incident in your class on October 3, 2016 and the subsequent conversations about student behavior on the following day. In our conversation, you admitted to sharing details of a discipline matter to students in other sections.

I explained the importance of conducting appropriate lessons, confidentiality, and professionalism. This meeting was a discussion to make sure you are aware of the proper policies, procedures and protocol for Westside Community Schools; and to provide you with suggestions on how conduct appropriate lessons, student discipline, and confidentiality.

As a reminder, in the future it is my expectation that you adhere to the following District expectations when working with your students to help promote the growth of WMS.

Standard 2: Planning and Preparation. *The teacher integrates knowledge of content, pedagogy, students, and standards with the established curriculum to set high expectations and develops rigorous and relevant instruction for all students that supports the growth of student learning, development, and achievement.*  
Standard 6: Professionalism. *The teacher acts as an ethical and responsible member of the professional community.*

This is a written warning. Failure to follow the previous expectations may result in the creation of an Assistance Plan for support or possible disciplinary actions.

It is my hope that we can move forward as a positive team. If you have any questions please let me know. You can also contact Human Resources at [hrdept@westside66.net](mailto:hrdept@westside66.net).

Respectfully,

Enid Schonewise, Ed.D.  
Assistant Superintendent of Human Resources  
Westside Community Schools

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